

**RODERICK Q. HICKMAN, SECRETARY
CALIFORNIA DEPARTMENT OF
CORRECTIONS AND REHABILITATION**



Roderick Q. Hickman was sworn in as **Secretary** of the **California Department of Corrections and Rehabilitation** in July 2005 -- an event that also marked the first re-structuring of how California approaches incarceration and rehabilitation in more than 25 years. As well as leading California, Mr. Hickman has taken a leadership role on a national level by serving on the Board of Governors for the American Correctional Association. He was the recipient of an "Innovations in Government" award by the Correctional Administrators Association.

Prior to that, Mr. Hickman served as Secretary of the organization previously known as the Youth and Adult Correctional Agency since November 2003. Mr. Hickman has spent a majority of his time since that date assembling a team to plan and deliver a new approach to adult and juvenile corrections in California.

When named to the agency post, Mr. Hickman was serving as Chief Deputy Director, Field Operations, for the California Department of Corrections (CDC). Prior to that assignment, he served as Assistant Deputy Director of Operations and Programs, Institutions Division.

Mr. Hickman completed course work in public administration and political science at California State University, Long Beach, and obtained a lifetime Community College Teaching Credential through the University of California, Berkeley, Extension Program. He also graduated from the Leadership Institutes at California State University at Chico, and the University of Southern California. He is a graduate of the Internal Affairs Investigation Training program at San Jose State University.

While the ongoing work of this dramatic transition continues, the following milestones and accomplishments forged the necessary path to allow the largest state agency in California charged with a critical mission -- public safety -- to smoothly transition into an organization that can be much more responsive to the citizens of California.

- Submitted the first ever Agency Strategic Plan for the Youth and Adult Correctional Agency (YACA) and proposed Structural Re-Organization to the Governor's office in November 2004.
- Governor Schwarzenegger addressed the YACA structural reorganization during his State of the State address in January 2005 and submitted the YACA reorganization plan to the Little Hoover Commission for review and approval.
- A Community Collaborative Conference was conducted on January 25-26, 2005, in an effort to bring together community-based organizations statewide to discuss how to best partner with them to accomplish respective mission and goals.
- Strategic Planning Implementation Teams were established in March 2005 to work on the goals, strategies, and objectives outlined in the Strategic Plan.
- A Community Resource Directory was developed and posted on the YACA's website in April 2005, consistent with the Agency Strategic Plan to "create a statewide directory of interested community and faith-based partners."
- A Victims Rights event was conducted on April 5, 2005, to honor Victims' Rights organizations. Governor Schwarzenegger honored Victims' Rights organizations for more than 25 years of continuous service to crime victims.
- The Governor's Reorganization Plan was approved by the Little Hoover Commission in February 2005, and then forwarded and approved by the Legislature on April 25, 2005, was signed into law by Governor Schwarzenegger on May 10, 2005. This legislation called for the new California Department of Corrections and Rehabilitation to begin operation July 1, 2005.
- Beginning July 1, an innovative Global Positioning Satellite pilot began statewide to increase public safety and improve tracking of the highest-risk parolees.